

## TERMS OF REFERENCE

**For hiring of Veterinary Executive for “Productivity Enhancement” under the World Bank financed Assam Agribusiness and Rural Transformation Project (APART) to be positioned at WAMUL**

### Project background:

1. The Government of Assam (GoA) through Government of India (GoI) has received/obtained a loan from the World Bank for the Assam Agribusiness and Rural Transformation Project (APART). Assam Rural Infrastructure and Agricultural Services (ARIAS) Society is the apex coordinating and monitoring agency for APART while West Assam Milk producers Cooperative Union Limited (WAMUL) is the implementing agency for the activities under “Formal Dairy Sector” in the project. WAMUL now intends to engage **Veterinary Executives** on Contractual basis towards implementation of the APART project.
2. The development objective of APART is “add value and improve resilience of selected agri value chains focusing on smallholder farmers and agro-entrepreneurs in targeted districts of the State of Assam”
3. There are four components to the project: **The first component (A)** is Enabling Agri enterprise Development, with sub components being (i) enhancing state capacity to attract private investments, (ii) setting up of an Enterprise Development and Promotion Facility (EDPF) (iii) setting up of an Agribusiness Investment Fund (AIF) (iv) establishing stewardship councils. **The second component (B)** is Facilitating Agro Cluster Development with sub-components being- (i) support establishment of cluster level Industry Associations (IAs), (ii) supply chain support. **The third component(C)** is Fostering Market Led Production and Resilience Enhancement with sub components being (i) promoting climate resilient technologies and their adoption (ii) Facilitating market linkages through market intelligence and product aggregation (iii) Facilitating access to and responsible use of financial services. **The fourth component** is project Management, Monitoring and Learning.
4. The project will achieve the proposed PDO by: (i) promoting investments in agri-enterprises, reducing the business and transaction costs, facilitating access to finance for agribusiness entrepreneurs, and, where appropriate, push for process, regulatory and/or policy change; (ii) supporting the development of a modern agri supply chain; improved information communication technologies (ICT) based farm information and intelligence services, and alternative marketing channels; and (iii) improving producers’ access to knowledge, technologies and infrastructure so that they are able to respond to market opportunities and climate variability. To achieve the PDO, the project will adopt a cluster approach both in terms of production (production clusters) and processing (enterprise clusters)

### WAMUL’s Role

5. WAMUL will be the implementing agency for the **Third Component C - and sub-component - C.1.3.1 - Milk value chain :Formal sector** .The focus of this value chain is productivity enhancement by organising farmers into Milk Producers Institutions (MPIs) that eventually will get registered as Dairy Cooperative Societies (DCS) and genetic upgradation of Non-descript cows using Artificial insemination , improved feeding through Fodder production demonstration, etc. The project will also install Bulk Milk Coolers (BMCs) for handling increased volume of raw milk procurement and maintaining the quality till it is transported to the Processing plant. Solar powered data processor based milk collection units (DPMCU) will be installed at each DCS to ensure transparency in milk reception, weight measurement and quality testing for making producers payments. The project will be leveraging the liquid milk processing and product manufacturing capacity of WAMUL.

### **Scope of Position of Veterinary Executive**

6. WAMUL intends to engage Veterinary Executives on contractual basis for supervising, monitoring and providing Technical assistance to the team of Mobile Artificial Insemination Technicians (MAITs) and monitoring strict compliance of SOP by the MAITs. He/She will be responsible, through his team of MAITs, in creating awareness among the dairy farmers about the benefits of Artificial Insemination in the designated project areas, conducting Farmers meetings, infertility camps and vaccination camps and training and conducting Ration Balancing programmes, etc. Routine Field visit in operational areas and to provide basic treatment, advice to farmers relating to animal health and hygiene.

The Veterinary Executive will be placed at the district level or any area of convenience for closely supervising the MAITs under him. He/She will report to the Area Coordinator/Project Coordinator, APART.

### **Qualification ,Experience , Skills , Age**

#### **7. Essentials :**

- a) **Educational Qualification :** BVSc /MVSc from a recognized institute/University.
- b) **Working Experience :** BVSc candidate must have minimum 2 (Two) years experience in large animal veterinary practice/ MVSc candidate in Non- Clinical subjects must have minimum 1(one) year experience in large animal veterinary practice / Fresher MVSc candidates in Clinical subjects preferably Animal Gynaecology and Obsterics are also eligible to apply for the post of Veterinary Executive.
- c) **Computer Skills :** Must have experience of using Internet based applications, using and working with MS Word, MS Excel and MS Power Point and other related applications.
- d) **Language:** Fluency in Assamese , English and Hindi
- e) **Age:** Age of the candidate should not be more than 35 years as on 1<sup>st</sup>January , 2018. However, Age relaxation upto 5 years may be given in case of extraordinary/ Outstanding candidates.

#### **8. Desirable:**

- a) Experience of providing technical support to & capacity building of enterprises with strong analytical skills, and the ability to synthesize complex concepts and to communicate them effectively;
- b) Ability to work effectively in teams as well as independently;
- c) Good communication and inter-personal skills; the candidate must show initiative, , synthesis, organization and personal dynamism and should be self-motivated, as well as capacity to work with teams and prepare adequate planning and activity reports.

#### **9. Key Job Responsibilities (Indicative):**

**Veterinary Executive** will be responsible for

- a) Technical assistance to the team of MAITs and monitoring strict compliance of SOP by MAITs.
- b) Achieve effective coverage of targeted breedable population and achievement of targeted Artificial Insemination (AI) nos.
- c) Conduct regular farmers meeting and infertility camps.
- d) Implementation and monitoring of ration balancing and fodder development programmes at the field level.
- e) Training of Mobile AI Technicians & farmers on RBP & FD activities.
- f) Popularization of improved fodder development technologies among farmers including development of fodder nurseries, fodder demonstration farms and silage.
- g) Development of progressive and integrated animal farms.
- h) Ensure uploading of AI related data in INAPH ( Information network for animal productivity and health) by MAITs.
- i) Monitoring of AI follow - up and uploading in INAPH by MAITs .

**10. Remuneration, payment terms and leave:**

- a) The consolidated remuneration of the Veterinary Executive will be approximately Rs. 4 lakhs per year depending upon experience, qualification and pay package of last assignment.
- b) The Veterinary Executive will be eligible for paid leaves/Holidays as per the applicable norms/policy of WAMUL.
- c) Any authorized tour beyond the allotted district of Veterinary Executives , He/she will be paid TA/DA as per norms/policy of WAMUL .

**11. Reporting and Performance Review:**

- a) The Veterinary Executive will report to the Area Coordinator/Project Coordinator.
- b) Performance will be reviewed as per Key result areas (KRA) . The remuneration may be enhanced on an annual basis as per prevailing rules , which will be performance based .

**12. Duration of assignment:**

- a) The contract period of the Veterinary Executive will be for an initial period of 3(three) years, which maybe extended on satisfactory performance. Continuity of the Veterinary Executive beyond 1 (One) year from the date of joining will also depend upon his/her performance.